

PROFILE OF THE REFEREE COACH



GENERAL INFORMATION OF THE JOB OF A REFEREE COACH

CONTEXT OF THE PERFORMANCE ENVIRONMENT

THE REFEREE COACH:

- Coaches U.S. Soccer match officials (Grassroots and Regional) in youth and adult competitions 11v11
- Leads referee education sessions sponsored by the competition (youth, adult, professional), State Referee Programs, and/or U.S. Soccer
- Collaborates with competition, State Referee Programs and/or USSF in training new or experienced Referee Mentors
- Engages match officials using an interactive dialogue to guide & support their development
- Engages with peers to reflect on own performance by offering and accepting feedback

PURPOSE OF THE JOB

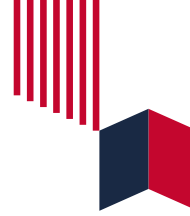
THE REFEREE COACH:

- Contributes to the development of U.S. Soccer match officials transitioning from Grassroots Referee into Regional Referee
- Inspires match officials to self-develop and to improve from game to game
- Facilitates a fair, fun and safe environment optimal for training match officials and Referee Mentors
- Facilitates understanding and application of the Laws of the Game for match officials and Referee Mentors
- Designs field session exercises/activities that address a general deficiency for a population of match officials
- Provides constructive feedback about performance of match officials

RESPONSIBILITIES AND ROLES

THE REFEREE COACH:

- Prepares prior to the game, offers feedback at half-time (where applicable), and coaches and reflects with the referee team after the game
- Demonstrates leadership before, during, and after the game
- Takes notes during the game that highlight positive behavior and notes areas of improvement for the referee team
- Leads the referee team in the reflection session after the game
- Writes the evaluation of the referee team performance
- Takes ownership of self-development through on-line and field session opportunities offered by the competition, State Referee Programs, and/or U.S. Soccer
- Prepares prior to an education session to deliver the best experience for match officials and/or Referee Mentors
- Reflects after each task of the National Referee Coach to develop a plan for self-improvement



TASK AND PROCESSES OF THE REFEREE COACH

LEADING VIDEO ANALYSIS SESSIONS

- Applies the P.E.A.C.E model to prepare for, engage with match officials, Referee Mentors and Referee Coaches in video analysis sessions
- Understands the current Laws of the Game, considerations, and interpretations
- Guides the decision-making process that match officials apply during the game
- Self-reflects and documents on his/her performance of this task

EVALUATING THE PERFORMANCE OF MATCH OFFICIALS

- Understands the game and performance environment
- Notes the challenges presented to individual match official members, identifies key match incidents, and facilitates discussion among the crew to reach learning outcomes
- Connects with the referee team by clearly and confidently communicating recommendations/suggestions for match officials to improve during the second half of the game (when applicable)
- Understands the profiles of the match officials and coaches the referee team to improve competency in task of the referee:
- Self-reflects and documents on his/her performance of this task

LEADING AND FACILITATING THE POST-GAME TEAM REFLECTION

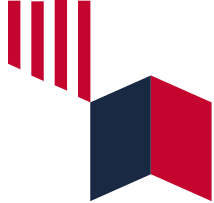
- Applies the P.E.A.C.E model to prepare for and engage with match officials and/or Referee Mentors in field session activities
- Guides the decision-making process that match officials apply during the game
- Reinforces the decision-making process that produces correct decisions by match officials
- Self-reflects and documents on his/her performance of this task

WRITING THE FEEDBACK AND EVALUATION OF PERFORMANCE

- Writes the feedback and summarizes key match incidents and evaluates based on the post-game team reflection session with the match officials
- Clearly documents and describes the highlights of each of the match officials' performances (positive points and areas for improvement)
- Self-reflects and documents on his/her performance of this task

LEADING FIELD SESSIONS

- Applies the P.E.A.C.E model to prepare for and engage with match officials and/or Referee Mentors in field session activities
- Guides the decision-making process that match officials apply during the game
- Self-reflects and documents on his/her performance of this task



The Referee Coach is able to lead video analysis sessions and is competent in...

APPLYING THE P.E.A.C.E MODEL DURING VIDEO ANALYSIS SESSIONS

THE REFEREE COACH IS ABLE TO:

- Research the audience prior to the session
- Understand the methodology for FIFA Teaching Material presentation
- Review and practice with FIFA FUTURO or US Soccer video library material
- Engage the audience with decision, discussion, and considerations based on the video clip
- Use platform skills to lead and facilitate the engagement with the audience
- Adjust the environment to benefit the session
- Prepare content based FUTURO and video library
- Relate content with audience experience

OUTCOMES:

- Increased understanding about the audience, their experience, and their previous match performance when available
- Clear and confident analysis of the content (video and key points)
- Respectful and professional atmosphere
- Minimal distractions and/or interruptions
- Meaningful discussion highlighting and reinforcing positive items of the performance
- Meaningful discussion identifying areas for improvement
- Active-learning environment not only lecture

UNDERSTANDING THE CURRENT LAWS OF THE GAME, CONSIDERATIONS, AND INTERPRETATIONS

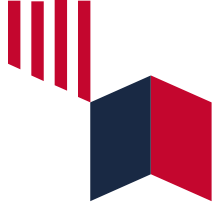
THE REFEREE COACH IS ABLE TO:

- Remain a student of the game
- Understand the Laws of the Game, considerations, and interpretations
- Understand theoretical and practical concepts important for the profile of match officials (grassroots and regional)
- Interpret the Laws of the Game based on current considerations
- Clearly communicate applicable considerations and Laws of the Game for each video clip

OUTCOMES:

- Effective resource for match officials
- Offer current and correct information for development of match officials
- Coach match official to review appropriate material (Laws of the Game & Considerations) to arrive to accurate interpretations & decisions
- Resource for continuing education





GUIDES THE DECISION-MAKING PROCESS THAT THE MATCH OFFICIALS APPLY DURING THE GAME

THE REFEREE COACH IS ABLE TO:

- Understand and summarize decision-making process that helps to increase accuracy of decision during the game
- Understand US Soccer's, FIFA's and IFAB's resources on topics including:
 - Continuing Education
 - FIFA Considerations
 - Laws of the Game and practical guidelines
- Connect the specific topics with decision-making process during the game

OUTCOMES:

- Review of best practices for incidents in the game to increase accuracy of decisions by match officials
- Increase knowledge and understanding of decision-making process by match officials
- Increased understanding of the Laws of the Game

SELF-REFLECTS AND DOCUMENTS ON HIS/HER PERFORMANCE OF THIS TASK

THE REFEREE COACH IS ABLE TO:

- Recognize what worked well, what didn't work, and how to improve upon his/her own performance during the video analysis session
- Determine if the objectives/goals of the video analysis session were achieved
- Identify areas to build upon and improve the next video analysis session experience

OUTCOMES:

- Self-development
- Team reflection with peers
- Improved preparation for next video analysis session
- Continuing education





The Referee Coach is able to evaluate the performance of match officials and is competent in...

UNDERSTANDING THE GAME AND PERFORMANCE ENVIRONMENT

THE REFEREE COACH IS ABLE TO:

- Recognize key match incidents
- Understand and interpret the Laws of the Game at the level of the competition
- Understand team tactics & style of play
- Understand the roles of coaches and team officials
- Recognize responsible and irresponsible behavior in the technical area

OUTCOMES:

- Notes the highlights and important incidents
- Positive points on the referee team performance
- Increased understanding of team tactics & style of play
- Increased understanding on managing the technical area according to latest teaching material & best practices

NOTING THE CHALLENGES FACED BY MATCH OFFICIALS DURING THE GAME

THE REFEREE COACH IS ABLE TO:

- Observe the match and view entire referee team
- Accurately time stamp during the game when the referee team demonstrates good decision making and areas for improvement
- Gather supporting evidence for the level of competition for each match official

OUTCOMES:

- Observations from multiple positions
- Positive points and areas for improvement to share with match officials in the postgame reflection and evaluation
- Accurately designate the level of competitiveness for the match and all match officials

CONNECT WITH MATCH OFFICIALS BY CLEARLY COMMUNICATING RECOMMENDATIONS AND SOLUTIONS FOR IMPROVEMENT

THE REFEREE COACH IS ABLE TO:

- Establish a positive relationship with match officials
- Understand the current practical guidelines for match officials training
- Derive appropriate solutions and options based on incidents in the game using current practical guidelines
- Clearly communicate each solution and option for referee and/or assistant referee
- Explain the rationale to support the solution or option

OUTCOMES:

- Facilitate a trusting, learning environment
- Clear discussion and written feedback regarding key match incidents
- Reinforcement of positive behavior that leads to accurate decisions
- Tangible steps to improve areas that will improve decision making in future games



UNDERSTANDING THE PROFILE OF THE GRASSROOTS AND REGIONAL REFEREE

THE REFEREE COACH IS ABLE TO:

- Understand the current profiles of the grassroots and regional referee
- Understand the task of the referee: Officiating the Game
- Clearly and confidently describe coaching points to improve match officials for their next game
- Clearly explain the decision-making process in the context of each game

OUTCOMES:

- Inspires match officials to develop and refine competencies to maintain or enhance meeting the corresponding profile tasks and competencies
- Action plan and strategy to apply refined skill in their next game
- Increased understanding of decisionmaking process that involves position and movement, communication and player management by match officials

SELF-REFLECTING AND DOCUMENTS ON HIS/HER PERFORMANCE OF THE TASK

THE REFEREE COACH IS ABLE TO:

- Recognize what worked well, what didn't work, and how to improve upon his/her own performance
- Determine if the objectives/goals of the evaluation were achieved
- Identify areas to build upon and improve the experience

OUTCOMES:

- Self-development
- Team reflection with peers
- Improved preparation for next evaluation
- Continuing education



The Referee Coach is able to lead and facilitate the post-game team reflection and is competent in...

APPLYING THE P.E.A.C.E MODEL DURING THE TEAM REFLECTION SESSION

THE REFEREE COACH IS ABLE TO:

- Research the audience before the game
- Engage with the referee team to reflect on their performance
- Adjust the environment to benefit the team reflection session
- Prioritize content based on incidents in the game and patterns of behavior by match official
- Create a comfortable atmosphere in which match officials actively participate

OUTCOMES:

- Understanding the audience
- Review of positive aspects and areas for improvement based on performance
- Optimal learning environment
- Meaningful discussion highlighting and reinforcing positive items of the performance
- Meaningful discussion identifying areas for improvement and next steps
- Establish a positive and professional relationship with match officials

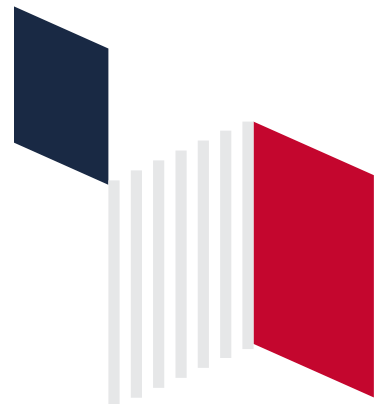
GUIDES THE DISCUSSION OF POSITIVE ASPECTS AND AREAS FOR IMPROVEMENT

THE REFEREE COACH IS ABLE TO:

- Highlight the positive aspects of the match officials' performance
- Facilitate discussion with the referee team to describe process that resulted in correct decisions
- Summarize decision-making process that helps to increase accuracy of decision
- Discuss positive aspects of control of the game, physical fitness and positioning, teamwork, and accuracy of decisions
- Reflect on points of improvement
- Prioritize areas for improvement for each match official

OUTCOMES:

- Reinforcement of good habits and behavior that lead to correct decisions by match officials
- Review of best practices for incidents in the game to increase accuracy of decisions by match officials
- Understanding of decisions that resulted in maintaining control of the game
- Understanding of physical fitness and positioning based on incidents during the game
- Recommendations for match officials to create a development plan





REINFORCING DECISION-MAKING PROCESS THAT RESULTS IN CORRECT DECISIONS

THE REFEREE COACH IS ABLE TO:

- Understand the decision-making process that match officials use during the game
- Understand that for each decision, the match official must move to an optimal position to see the player actions, interpret the observed information and decide based on player actions
- Understand U.S. Soccer's, FIFA's and IFAB's resources on topics including:
 - Continuing Education
 - FIFA Considerations
 - Laws of the Game and practical guidelines
- Reference educational content that supports coaching points

OUTCOMES:

- Increase understanding of match officials decision-making process
- Coach match officials by offering recommendations to apply effective decision-making
- Guide match officials to resources that reinforce good practices/habits to increase accuracy of decisions
- Recommendations to develop and apply positive behavior based on updated educational content for the modern game

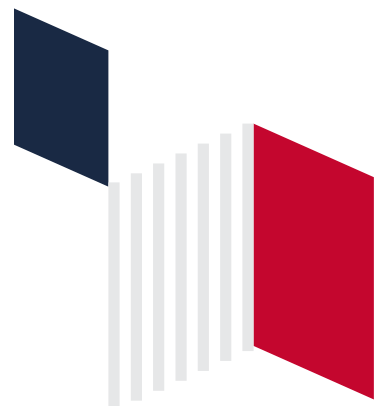
SELF-REFLECTING AND DOCUMENTS ON HIS/HER PERFORMANCE OF THE TASK

THE REFEREE COACH IS ABLE TO:

- Identify what went well during the team reflection
- Recognize what did not go so well
- Develop next steps/action plan to improve

OUTCOMES:

- Increased knowledge and confidence to coach match officials
- Increased effectiveness with coaching match officials during post-game team reflection





The Referee Coach is able to write the feedback and evaluation of match officials' performance and is competent in...

WRITING EVALUATION'S FEEDBACK BASED ON MATCH OFFICIALS' PERFORMANCE AND REFLECTION

THE REFEREE COACH IS ABLE TO:

- Clearly write the evaluation's feedback for match officials using the current online form
- Reference the performance of each match official in the game and points discussed in the post-game team reflection
- Input the written evaluation to current online form within 7 days from the game

OUTCOMES:

- Timely written feedback for match officials to support learning and development
- Meaningful feedback to increase understanding
- Recommendation of a development plan for match officials

HIGHLIGHTING POSITIVE POINTS AND AREAS OF IMPROVEMENT

THE REFEREE COACH IS ABLE TO:

- Clearly write specific, positive points that results in a correct decision including key match incidents
- Clearly write specific, points for areas for improvement including key match incidents
- Clearly writes a concise description of the incidents, the correct decision, options or solutions for improvement

OUTCOMES:

- Documentation of match officials' performance with specific examples to reinforce positive behavior and to offer options or solutions for improvement
- Document that describes recommendations for reflection and development based on the experience faced in the game

SELF-REFLECTS AND DOCUMENTS ON HIS/HER PERFORMANCE OF THIS TASK

THE REFEREE COACH IS ABLE TO:

- Recognize what worked, what didn't work and how to improve upon his/her own performance on writing the evaluation
- Determine if the objectives and goals of the feedback and evaluation were achieved
- Identify areas to build upon and improve the experience of writing the evaluation

OUTCOMES:

- Self-development
- Improved preparation for next time writing the evaluation for match officials
- Continuing education



The Referee Coach is able to lead field sessions and is competent in...

APPLIES THE P.E.A.C.E MODEL TO ENGAGE MATCH OFFICIALS AND REFEREE MENTORS/COACHES

THE REFEREE COACH IS ABLE TO:

- Research the audience before the field session
- Communicate with organizers to ensure that required personnel and equipment will be available
- Design exercises that involve players and coaches or exercises without players/coaches
- Review the practical exercises prior to the field session
- Instruct other coaches on their role during each practical exercise
- Engage the audience with the description, objective, and desired outcome of each drill
- Use platform skills to lead and facilitate the engagement with the audience during each practical exercise
- Adjust the environment to benefit the field session
- Create reality-based content that is consistent with Laws of the Game and local performing environment

OUTCOMES:

- Increased understanding about the audience and their experience when available
- Meaningful and useful practical exercises that help match officials to refine their skills and increase confidence
- Exercises that allow match officials to practice and prepare for key match incidents
- Promotion of clear and confident performance of match officials for each practical exercise
- Respectful and professional atmosphere
- Minimal distractions and/or interruptions
- Meaningful instant feedback highlighting and reinforcing positive items of the performance
- Reality-based, holistic experience for match officials



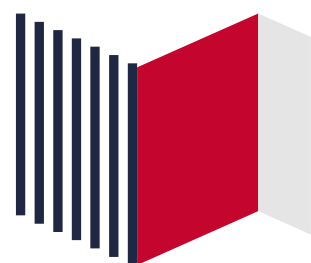
GUIDES THE DECISION-MAKING PROCESS THAT ENHANCES ACCURACY OF ON FIELD DECISIONS

THE REFEREE COACH IS ABLE TO:

- Summarize the decision-making process that helps increase the accuracy of decision during the game
- Understand the decision-making process that match officials use during the game
- Understand that for each decision, the match official must move to an optimal position to see the player actions, interpret the observed information and decide based on player actions
- Understand US Soccer's, FIFA's and IFAB's resources on topics including:
 - Continuing Education
 - FIFA Considerations
 - Laws of the Game and practical guidelines
- Connect specific topics with decision-making process during the game

OUTCOMES:

- Review of best practices for incidents in the game to increase accuracy of decisions by match officials
- Increase knowledge and understanding of decision-making process by match officials
- Opportunity for learning and development of match officials and Referee Mentors
- Increased understanding of the Laws of the Game and Rules of Competition





SELF-REFLECTS AND DOCUMENTS ON HIS/HER PERFORMANCE OF THIS TASK

THE REFEREE COACH IS ABLE TO:

- Recognize what worked well, what didn't work and how to improve upon his/her own performance during the field session
- Determine if the objectives/goals of the field session and each of the practical exercises were achieved
- Identify areas to build upon and improve the next on-field experience

OUTCOMES:

- Self-development
- Improved preparation for next field session
- Continuing education
- Refinements for next field session experience